

**DRAFT ONLY  
NOT APPROVED FOR  
INTRODUCTION**

HOUSE BILL NO. [BILL NUMBER]

Teacher accountability.

Sponsored by: Select Committee on Statewide Education  
Accountability

A BILL

for

1 AN ACT relating to teacher accountability; eliminating  
2 teacher accountability enacted as a part of the Wyoming  
3 Accountability in Education Act; making conforming  
4 amendments to continuing contract status for teachers; and  
5 providing for an effective date.

6

7 *Be It Enacted by the Legislature of the State of Wyoming:*

8

9 **Section 1.** W.S. 21-2-304(b)(xv), 21-3-110(a)(xvii)  
10 through (xix) and (b), 21-7-102(a)(ii) and 21-7-104(a) are  
11 amended to read:

12

1           **21-2-304. Duties of the state board of education.**

2

3           (b) In addition to subsection (a) of this section and  
4 any other duties assigned to it by law, the state board  
5 shall:

6

7                   (xv) ~~Not later than July 1, 2019,~~ Promulgate  
8 rules and regulations for the ~~implementation and~~  
9 ~~administration~~ development, assessment and approval of ~~a~~  
10 ~~comprehensive~~ school district teacher performance  
11 evaluation ~~system based in part upon defined student~~  
12 ~~academic performance measures as prescribed by law, upon~~  
13 ~~longitudinal data systems and upon measures of professional~~  
14 ~~practice according to standards for professional practice~~  
15 ~~prescribed by board rule and regulation. The evaluation~~  
16 ~~system shall clearly prescribe standards for highly~~  
17 ~~effective performance, effective performance, performance~~  
18 ~~in need of improvement and ineffective performance~~ systems.  
19 Rules and regulations adopted under this paragraph shall ~~to~~  
20 ~~the extent the statewide accountability system is not~~  
21 ~~compromised,~~ allow ~~districts the opportunity to refine the~~  
22 ~~system to meet~~ each district flexibility in developing an

1 evaluation system which meets the individual needs of the  
2 district~~;~~. ~~The performance evaluation system shall also~~  
3 ~~include reasonable opportunity for state and district~~  
4 ~~provision of mentoring and other professional development~~  
5 ~~activities made available to teachers performing~~  
6 ~~unsatisfactorily, which are designed to improve instruction~~  
7 ~~and student achievement;~~

8  
9 **21-3-110. Duties of boards of trustees.**

10  
11 (a) The board of trustees in each school district  
12 shall:

13  
14 (xvii) ~~Not later than school year 2019-2020 and~~  
15 ~~each school year thereafter,~~ Require the performance of  
16 each initial contract teacher to be evaluated ~~summatively~~  
17 ~~based in part upon student achievement measures as~~  
18 ~~prescribed by rule and regulation of the state board under~~  
19 ~~W.S. 21-2-304(b) (xv)~~ in writing at least twice annually.

20 The teacher shall receive a copy of each evaluation of his  
21 performance;

22

1           (xviii) ~~Not later than school year 2019-2020 and~~  
2 ~~each school year thereafter,~~ Establish a teacher  
3 performance evaluation system and require the performance  
4 of each continuing contract teacher to be evaluated  
5 ~~summatively based in part upon student achievement measures~~  
6 ~~as prescribed by rule and regulation of the state board~~  
7 ~~under W.S. 21-2-304(b)(xv)~~ in writing at least once each  
8 year. The teacher shall receive a copy of each evaluation  
9 of his performance;

10

11           (xix) ~~Not later than school year 2019-2020 and~~  
12 ~~each school year thereafter, based in part upon student~~  
13 ~~achievement measures established by the state board of~~  
14 ~~education under W.S. 21-2-304(b)(xv),~~ Performance  
15 evaluations required shall serve as a basis for improvement  
16 of instruction, enhancement of curriculum program  
17 implementation, measurement of both individual teacher  
18 performance and professional growth and development and the  
19 performance level of all teachers within the school  
20 district, and as documentation for unsatisfactory  
21 performance that may lead to dismissal, suspension and  
22 termination proceedings under W.S. 21-7-110;

1

2 (b) On or before June 1, ~~2020~~2019, and June 1 of  
3 each school year thereafter, each school district  
4 superintendent shall provide a report to the board of  
5 trustees ~~identifying all teachers and on or before June 1,~~  
6 ~~2019, and June 1 of each school year thereafter,~~  
7 identifying all school and district leaders within the  
8 district whose performance, through evaluations conducted  
9 under ~~paragraphs (a)(xvii) through (xix) and~~ paragraph  
10 (a)(xxx) of this section, has been determined in need of  
11 improvement or ineffective for that school year. The  
12 report shall include a summary of mentoring and other  
13 professional development activities made available to the  
14 identified school and district leaders ~~and teachers~~ to  
15 improve instruction and student achievement. Not later  
16 than July 1, 2019 for school and district leaders, ~~and July~~  
17 ~~1, 2020 for district teachers,~~ and July 1 of each school  
18 year thereafter, the board shall file a report with the  
19 department of education certifying compliance with this  
20 subsection.

21

22 **21-7-102. Definitions.**

1

2 (a) As used in this article the following definitions  
3 shall apply:

4

5 (ii) "Continuing Contract Teacher" means:

6

7 (A) Any initial contract teacher who has  
8 been employed by the same school district in the state of  
9 Wyoming for a period of three (3) consecutive school years,  
10 and has had his contract renewed for a fourth consecutive  
11 school year; ~~and, beginning school year 2019-2020 and each~~  
12 ~~school year thereafter, has performed satisfactorily on~~  
13 ~~performance evaluations implemented by the district under~~  
14 ~~W.S. 21-3-110(a)(xvii) during this period of time; or~~

15

16 (B) A teacher who has achieved continuing  
17 contract status in one (1) district, and who without lapse  
18 of time has taught two (2) consecutive school years and has  
19 had his contract renewed for a third consecutive school  
20 year by the employing school district; ~~and, beginning~~  
21 ~~school year 2019-2020 and each school year thereafter, has~~  
22 ~~performed satisfactorily on performance evaluations~~

~~conducted by both districts under W.S. 21-3-110(a)(xvii)~~  
~~during this period of time.~~

**21-7-104. Employment of continuing contract teachers  
on continuing basis; salary increases.**

(a) ~~Subject to satisfactory performance evaluation~~  
~~under W.S. 21-3-110(a)(xviii),~~ A continuing contract  
teacher shall be employed by each school district on a  
continuing basis from year to year without annual contract  
renewal at a salary determined by the board of trustees of  
each district, said salary subject to increases from time  
to time as provided for in the salary provisions adopted by  
the board.

**Section 2.** W.S. 21-7-110(a)(vii) is repealed.

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**STAFF COMMENT**

The following provision is repealed by Section 2:

**21-7-110. Suspension or dismissal of teachers;  
notice; hearing; independent hearing officer; board review  
and decision; appeal.**

1 (a) The board may suspend or dismiss any teacher, or  
2 terminate any continuing contract teacher, for any of the  
3 following reasons:

4  
5 (vii) Beginning school year 2019-2020 and each  
6 school year thereafter, inadequate performance as  
7 determined through performance evaluation tied to student  
8 academic growth for at least two (2) consecutive years  
9 completed in accordance with W.S. 21-3-110(a)(xvii) through  
10 (xix);

11  
12 \*\*\*\*\*  
13 \*\*\*\*\*  
14

15 **Section 3.** This act is effective July 1, 2017.

16  
17 (END)